

# Tennessee Teacher Performance Assessment Summative



Tennessee Department of Education  
Commissioner Lana C. Seivers

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# TEACHER PERFORMANCE ASSESSMENT

Pursuant to Public Chapter No. 376, House Bill 472, of Public Acts, 2007, Section 10, Tennessee Code Annotated, Section 49-5-5205, principals are to conduct a performance assessment two times within a five year period for each teacher in the principal's school. This performance assessment guide is designed to provide support for schools and school systems to that end. This guide provides principals with a tool which incorporates the domains of the approved Framework for Evaluation and Professional Growth and is designed to review data collected over time on individual teachers. It further incorporates the Future Growth Plan from the teacher's most recent formal evaluation to maintain a focus on areas to be strengthened. It is designed to insure a focused effort on specific areas that teachers need to improve which directly impact student achievement and overall success.

The purpose behind using the Future Growth Plan as part of the performance assessment is that it is specifically structured to help an educator work on areas to strengthen as identified from their formal evaluation. This plan asks for their professional growth goal (in measurable or observable terms), an action plan (with specific timelines), and how their growth has impacted the academic achievement of students.

## DIRECTIONS

During the year of the performance assessment, the teacher and the principal should review and discuss the teacher's most recent Future Growth Plan data and evaluate the level of progress to date.

Secondly, the principal should approve any activities that will be carried out during the current school year and establish dates to review such progress. The teacher should be informed that the principal and/or a designee will be conducting periodic classroom observations (announced and unannounced) focused on the domains of the Framework for Evaluation and Professional Growth and will be looking for evidence of growth in all areas, but especially in the areas identified to be strengthened on the Future Growth Plan. Written and verbal feedback will be given to the teacher and the resulting information will be placed in the teacher's file.

The teacher and principal will engage in the required progress check point conferences as established in the initial conference for the purpose of monitoring and adjusting the Future Growth Plans as applicable.

At the end of the year, the principal will evaluate the outcomes of the Future Growth Plan and the results of the observation documents to complete the Performance Assessment Summative Report from the Framework for Evaluation and Professional Growth.

The Performance Assessment Summative Report and the Future Growth Plan will serve to satisfy the requirement of the Teacher Performance Assessment. All documents should be signed and placed in the teacher's file.

Teachers should receive a copy of the signed document. **If a teacher elects not to sign the form, the principal should secure a witness signature which reflects that the teacher was a participant in the conference, had an opportunity to respond in writing, and received a copy of the document.** A copy of the signed document should be placed in the teacher's file.

# PERFORMANCE ASSESSMENT – SUMMATIVE REPORT

EDUCATOR NAME: \_\_\_\_\_ SCHOOL NAME: \_\_\_\_\_

Teacher #: \_\_\_\_\_

DOMAIN I: Planning Indicators	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
A. Establishes appropriate instructional goals and objectives.	_____	_____	_____	_____
B. Plans instruction and student evaluation based on an in depth understanding of the content, student needs, curriculum standards, and the community.	_____	_____	_____	_____
C. Adapts instructional opportunities for diverse learners.	_____	_____	_____	_____
_____ Required Area to Strengthen				
DOMAIN II: Teaching Strategies Indicators	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
A. Demonstrates a deep understanding of the central concepts, assumptions, structures, and pedagogy of the content area	_____	_____	_____	_____
B. Uses research-based classroom strategies that are grounded in higher order thinking, problem-solving, and real world connections for all students.	_____	_____	_____	_____
_____ Required Area to Strengthen				
DOMAIN III: Assessment and Evaluation Indicator	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
A. Uses appropriate evaluation and assessments to determine student mastery of content and make instructional decisions.	_____	_____	_____	_____
B. Communicates student achievement and progress to students, their parents, and appropriate others.	_____	_____	_____	_____
C. Reflects on teaching practice through careful examination of classroom evaluation and assessments.	_____	_____	_____	_____
_____ Required Area to Strengthen				
DOMAIN IV: Learning Environment Indicators	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
A. Creates a classroom culture that develops student intellectual capacity in the content area.	_____	_____	_____	_____
B. Manages Classroom resource effectively.	_____	_____	_____	_____
_____ Required Area to Strengthen				
DOMAIN V: Professional Growth Indicators	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
A. Collaborates with colleagues and appropriate others.	_____	_____	_____	_____
B. Engages in high-quality, on-going professional development as defined by the Tennessee State Board of Education Professional Development Policy to strengthen knowledge and skill in the content of the teaching assignment.	_____	_____	_____	_____
C. Performs professional responsibilities efficiently and effectively.	_____	_____	_____	_____
_____ Required Area to Strengthen				

DOMAIN VI: Communication Indicator	Unsatisfactory	Performance Level A Developing	Performance Level B Proficient	Performance Level C Advanced
				Required Area to Strengthen
A. Communicates clearly and correctly with students, parents, and appropriate stakeholders	_____	_____	_____	_____
<p>Current License: _____</p> <p>Purpose for Evaluation: _____ (1) Required _____ (2) Requested _____ and/or (3) Highly Qualified in _____</p> <p>Number of Domains Identified as Required Areas to Strengthen: _____</p>				
<p>Evaluation: (See Scoring Standards) _____ Satisfactory _____ Unsatisfactory</p>				
<p>DOMAINS/INDICATORS OF STRENGTH: (one or more)</p>   				
<p>DOMAINS/INDICATORS TO STRENGTHEN: (one or more)</p>   				
<p>COMMENTS (Educator):</p>   				
<p>The signatures below verify that the Comprehensive Assessment-Summative Report has been discussed with the educator.</p>   				
<p>_____ Educator/Date</p>		<p>_____ Evaluator/Date</p>		

## PERFORMANCE ASSESSMENT *FUTURE* GROWTH PLAN

EDUCATOR NAME: \_\_\_\_\_ SCHOOL NAME: \_\_\_\_\_

**Area to be Strengthened (Area for Growth):** *State the Domain/Indicator [Should relate directly to the Comprehensive Assessment-Summative Report or to Special Groups/Library Media Summative]*

**Professional Growth Goal(s) of this Plan:** *State your professional growth goal(s) in measurable or observable terms.*

**Action Plan:** *Describe the actions you plan to take to accomplish this goal, including timelines for completion of each action. (What will you do to increase your knowledge in accomplishing your professional growth goal(s)?) (What resources or support do you anticipate needing from your building level and/or district supervisors to fulfill your Future Growth Plan)?*

The Professional Growth Plan stated above has been reviewed and is appropriate for implementation beginning \_\_\_\_\_ and ending \_\_\_\_\_  
Month/Year Month/Year

\_\_\_\_\_  
Educator/Date

\_\_\_\_\_  
Evaluator/Date

**Describe the impact on your instruction and student performance from the aforementioned action plan.**

**I verify that I personally engaged in these activities.**

\_\_\_\_\_  
Educator/Date

**I have reviewed the above plan.**

\_\_\_\_\_  
Evaluator/Date